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10 April 1952

MEMORANDUM FOR: Chairman, Career Service Committee
FROM : Chairman, Working Group on Career Benefits
SUBJECT : Adjustments to Career Service Program

1. In response to your memorandum of 8 April 1952, this Working Group has carefully considered the specific points raised in paragraph 3.e. It was noted that the request which was received from the DCI indicates that adjustments to the Career Service Program are to be made as a result of the Progress Report submitted by the Career Service Committee on 22 January 1952. It is our assumption, therefore, that the Final Report of this Working Group submitted on 21 February 1952 was not the basis on which the adjustments were requested. That Final Report attempted to formulate an integrated program of career benefits and contains many background references necessary to a full comprehension of the program. At best, Tab E of the Progress Report of 22 January 1952 which Tab was entitled "Career Benefits Desired by CIA", is only a summary and an indication of types of benefits concerning which this Working Group intended to make full recommendations in its Final Report.

2. Prior to final adoption of the adjustments requested, it is urgently recommended that full consideration be given to the contents of the Final Report of this Working Group.

3. In response to the request contained in your memorandum, it is believed that the Final Report, as previously submitted, can be used as a basis for adjustment as set forth below.

a. It is stated that additional pay for hazardous duty should not be included as part of the career service benefits. Tab C of the Final Report contains the full recommendation on this subject and to comply with the request need only be deleted. However, it is our firm belief that the recommendations contained therein should be considered by the appropriate elements of the Agency looking toward adoption at the earliest possible time. Considerable study was devoted to this subject at the specific request of the Career Service Committee and it is hoped the effort will have served a purpose.

b. It was indicated that the meritorious awards system should be limited to Class 1 (Clerical and Administrative) and Class 2 (Specialists). The meritorious awards program as contained in Tab D of the Final Report of this Working Group need

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be changed only at paragraph 1.A to reflect application to Classes 1 and 2 in order to meet the requested adjustments. " Aside from the basic question of whether or not CIA career employees should be broken down into three categories, it is our recommendation that Class 3 (Professionals) should not be denied the opportunity to participate in the CIA awards program. We believe that the fundamental principles underlying the desirability of such a program applicable to specialists and clerical and administrative personnel are equally applicable, if not more so, to professionals. Further, it is our belief that particularly in CIA where professional personnel for the great part are forced into a role of anonymity insofar as brother professionals are concerned, including the public, there should be an internal system of awards to recognize outstanding achievement or professional attainment. We are not aware of any awards program in the Government which denies participation to "professionals" or "officers". For example, in the military, the standards established for the awarding of honor medals make no distinction between officer and enlisted personnel."

c. The remaining points on which adjustments were requested pertain to items which would require legislative action. Specifically, it was indicated that the following items be eliminated at this time because of legislative difficulties:

(1) Compensation to dependents of personnel engaged in hazardous duty who are themselves exposed to hazard

(2) death gratuities to dependents of CIA personnel whose death occurs overseas.

The Working Group in considering all of those benefits which would require legislative action attempted to recognize the difficulties which would be attendant upon attempting to secure legislation at this time. Particularly with reference to the items that were suggested to be eliminated, our Working Group has made no recommendation that legislation be secured at this time or during this session of Congress. We did state "it is recommended that continuing attention be given to those items of the program of career benefits which will require legislation to secure their attainment". That recommendation recognized the difficulties surrounding legislative matters and left the matter of timing to those appropriately concerned. Our recommendation further intended to convey the fact that these benefits are desirable for CIA employees and should be considered a part of a long-range program to develop service in CIA as a true Career Service.

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d. It is stated that legislative requests will be difficult enough if limited to subparagraphs f. g. and h. in Tab E which refers to the following items:

(1) f. refers to pay, within-grade raises and grade promotions for personnel who are detained involuntarily by foreign governments. It is pointed out in Tab H of our Final Report that the Department of Defense is sponsoring a similar bill to meet its needs. It was recommended therein that, in an appropriate manner, CIA support such bill. That action would eliminate the requirement of CIA having to introduce in the Congress special legislation in its behalf.

(2) g. refers to a more liberal retirement system and h. refers to an appropriate and adequate leave system for overseas employees. With respect to these items, this Working Group made no specific recommendations other than that set forth in 3.c above.


4. Paragraph 1 of your memorandum requested that the adjustments required by the DCI should be incorporated in an appropriate redraft of our Final Report. In view of the above statements with respect to appropriate deletions, it is believed that this memorandum will adequately respond to your request.


Chairman

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